

****NOTICE:**

Please check out our Columbus and Franklin County Workforce Investment Plan (below) and provide us with your comments and feedback. All comments are due by March 18, 2004 and will need to be submitted in writing to the Workforce Investment Board.

Our contact information is as follows:

Mail comments to: Workforce Investment Board Office
37 North High Street, 2nd Floor
Columbus, Ohio 43215

Email all comments to: WPBOffice@columbus.org

Additionally, please note that the Workforce Investment Board will be holding a public hearing on Monday, March 8, 2004 at the East Opportunity Center, 1055 Mount Vernon Avenue, Columbus, Ohio 43203 in the Multipurpose Room between 12:00 p.m. and 2:00 p.m. Staff from the Local Board will be available to answer questions at this public hearing. Please note that you will need to bring your comments in writing with you to the public hearing. If you have any questions, please contact the Central Office at (614) 225-6930. Thank you.

Sincerely,

Workforce Investment Board Central Office

The Workforce Investment Act (WIA) of 1998

Local Workforce Investment Area

FIVE-YEAR LOCAL PLAN

WIA Administrative Entity Name and Address:	Workforce Investment Corporation 37 North High St., 2 nd Floor, Columbus, Ohio 43215
Fiscal Agent Name and Address:	Workforce Investment Corporation 37 North High St., 2 nd Floor, Columbus, Ohio 43215
City/Counties in Workforce Investment Area:	Columbus, Ohio Franklin County
One-Stop Operator Name:	<p>The current One-Stop Operator is a consortium of Partners; Columbus State Community College (Adult Education), Eastland-Fairfield Vocational School (Post-Secondary Vocational Education), Franklin County Department of Job and Family Services (TANF, WIA).</p> <p>The Workforce Investment Board will review the current One-Stop structure, including the One-Stop Operator and Memorandum of Understanding, during PY 2005 to ensure continuous improvement.</p>
Level II Comprehensive One-Stop Center Name and Address:	South Opportunity Center 3723 South High St., Columbus, Ohio 43207

	<p>The Workforce Investment Board will review the current One-Stop structure, including the One-Stop Operator and Memorandum of Understanding, during PY 2005 to ensure continuous improvement.</p>
<p>Level I One-Stop Name(s) and Location(s):</p>	<p>East Opportunity Center 1055 Mount Vernon Ave., Columbus, Ohio 43203</p> <p>North Opportunity Center 345 East Fifth Ave., Columbus, Ohio 43201</p> <p>Northeast Opportunity Center 3443 Agler Rd., Columbus, Ohio 43219</p> <p>West Opportunity Center 314 North Wilson Rd., Columbus, Ohio 43204</p> <p>The Workforce Investment Board will review the current One-Stop structure, including the One-Stop Operator and Memorandum of Understanding, during PY 2005.</p>
<p>Local Area Contact Person Name, Telephone # Fax # and E- mail address for Local Plan Content:</p>	<p>Dwayne Sattler 37 North High St., 2nd Floor, Columbus, Ohio 43215 Phone: (614) 225-6930 Fax: (614) 221-1408 Email: WPBOffice@columbus.org</p>

Local Plan Submission Date:

Five-Year Local Plan Content

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This plan represents the The City of Columbus and Franklin County

Local Workforce Investment Board's efforts to maximize resources available under Title I of the Workforce Investment Act of 1998 and to coordinate these resources with other State and local programs in the geographical workforce investment area consisting of the following city/counties:

This comprehensive plan is submitted for the period of July 1, 2004 through June 30, 2005, in accordance with the provisions of the Workforce Investment Act. We further certify that we will operate the Workforce Investment Program in accordance with this local plan and applicable federal and state laws and regulations.

Local Board Chairperson:

_____	<u>Charles Williams Jr.</u>	_____
Original Signature	Name (printed or typed)	Date

Local Youth Council Chairperson:

_____	<u>Sue Doody</u>	_____
Original Signature	Name (printed or typed)	Date

Chief Elected Official:

_____	<u>Michael B. Coleman</u>	<u>Columbus, OH</u>	_____
Original Signature	Name (printed or typed)	City/County	Date

_____	<u>Arlene Shoemaker</u>	<u>Franklin County</u>	_____
Original Signature	Name (printed or typed)	City/County	Date

II. Assurance and Certifications

1. The local Workforce Investment Board must or will assure it will establish fiscal control and fund account procedures to ensure the proper disbursement of and accounting for all funds received through the Workforce Investment Act.
2. Local Workforce Investment Board must or will assure that it shall keep records that are sufficient to permit the preparation of reports required by the Act and shall maintain such records, including standardized records for all individual participants and submit such reports as the State may require.
3. Local Workforce Investment Board must or will assure that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act.
4. Local Workforce Investment Board must or will assure that funds will be spent in accordance with the Workforce Investment Act, regulations, written Department of Labor guidance, written Ohio Department of Job and Family Services guidance and all other applicable Federal and State laws.
5. Local Workforce Investment Board must or will assure that veterans will be afforded employment and training activities authorized in the Workforce Investment Act, to the extent practicable.
6. Local Workforce Investment Board must or will assure it will comply with any grant procedures prescribed by the Secretary which are necessary to enter into contracts for the use of funds under WIA, including, but not limited to the following:

General Administrative Requirements

29 CFR part 97B Uniform Administrative Requirements for State and Local Governments (as amended by the Act) and OMB Circular A-110 as applicable; 29 CFR part 96 (as amended by OMB Circular A-133-Single Audit Act; OMB Circular A-87B Cost Principles (as amended by the Act), OMB Circular A-122 and A-22 as applicable.

Assurances and Certifications

SF 424 B - Assurances for Non-Construction Programs; 29 CFR part 31, 32 - Nondiscrimination and Equal Opportunity Assurance (and Regulation); CFR part 93 - Certification Regarding Lobbying (and Regulation); 29-CFR part 98 - Drug Free Workplace and Debarment and Suspension, Certifications (and regulation).

III. Adult and Dislocated Worker Local Plan

1. **Identify the workforce investment needs for the following groups and explain how the information was obtained:**

1a. Business;

Large, medium and small business and industries have identified the following, through surveys, as primary needs:

- Sufficient number of qualified workers in the labor workforce;
- Workers are able to retain employment;
- Workers must be prepared with advanced skills for technological occupations;
- Must have adequate and sufficient supportive services available in the community, which include child care, elder care, and transportation. Specifically need child care facilities and transportation that will support workers on second and third shifts;
- Employers indicated that their first concern is that trainees have an ability to ask questions and identify the skills that are necessary for success.
- Employers stressed the need for employees that demonstrate good attendance in training and employment and can demonstrate basic interaction skills (e.g. handshake, conflict mediation). Further, employees need to be able to understand work assignments and possess coping skills and life management / social skills. Overall, employers stressed the need for soft skill development and customer oriented communication skills.

1b. Job seekers;

Through customer interest surveys, focus groups, local area research as well as employer and Local Board feedback, all have indicated that job seekers have the need to receive employment and training assistance using a variety of modalities, including electronically and physically, as well as at various levels of sophistication, from entry to upper management levels.

- Requests for services include career exploration resources (like LMI Pro Suite, ACT Discover and career counseling assistance), labor exchange tools (like SCOTI LE and The Columbus and Franklin County E-CAM System) and information, support with and financial assistance for occupational skills training programs.
- Nearly all job seekers that have visited local area Resource Rooms, or have been seen off site, have indicated a need for assistance with job search, resume writing as well as interviewing instruction.
- For many job seekers, programs like those for GED completion, remedial reading and math, as well as English language proficiency are available only on a wait list basis.

- The one-stop system has continually received requests for additional support for these classes from customers, from employers, and from intermediaries working with non-native English speakers and homeless populations.
- The United Way conducted focus groups with job seekers to identify their most important considerations when seeking employment and training. The focus group results indicated that job seekers evaluate businesses and training programs upon their ability to provide a sufficient wage that allows for economic independence; the provision of benefits, such as health and life insurance; and, the provision of meaningful career employment with the opportunity for advancement and continuing education and training.
- Employers should be encouraged toward greater participation in training program activities that will strengthen both the job seekers connection to specific employment opportunities and the employer's connection to specially trained employees. The Columbus Compact Corporation and Community Research Partners are currently updating this study.

1c. Workers in the local area;

Through customer survey, focus groups and local research, the following needs have been identified.

- Business to locate within the community;
- Available job opportunities
- Labor market information that indicates trends that may impact existing jobs;
- Information on which industries are declining and those industries that are eliminating occupations and creating other occupations that may require skill upgrading;
- Career and / or occupation that promote self-sufficiency;
- Basic reading and math skills;
- Advanced occupational training;
- Training and educational facilities are geographically accessible to update existing skills of workers;
- Must have adequate and sufficient supportive services available in the community, which include child care, elder care, and transportation. Specifically needed are child care facilities and transportation that will support workers on second and third shifts;
- Labor exchange services that are easily accessible and define the types of skills needed.

1d. Youth;

Through customer survey, focus groups and local research, the following needs have been identified.

- Youth unemployment rates are traditionally higher than adult unemployment rates.
- Less than half of all area youth participate in the labor force or have any connection with employment.
- Contributing to youth unemployment is that the largest concentration of would-be youth employers are located in the outer belt or suburban areas while the largest pool of unemployed youth is located within the inner city.
- Unemployed youth are hit hardest by transportation needs to access employment and training related opportunities.
- The public school systems have increased opportunities for businesses to participate in education through the Career Academy program as well as linkages created with the Greater Columbus Chamber of Commerce. These projects focus upon career exploration and higher academics that incorporates communications, basic skills, team building, problem solving and technology. As these projects develop and expand, area youth will have greater opportunities to explore career interest and correlating basic and advanced skill requirements necessary to employment.
- Youth that are out of school face additional barriers in accessing employment and educational opportunities, such as, dropping out of high school, teenage parenting and involvement with the justice system. Their educational disenfranchisement further limits their access to educational and training opportunities that are primarily offered through the public school systems.
- Social service agencies that engage these youth for specific services, such as parenting or counseling, are not mandated or able to provide employment related services and do not have the linkages that could make these services available. The hardest hit by these barriers are young males whereas they generally do not qualify for public assistance that would afford greater access to these employment opportunities.

1e. Dislocated Workers;

Staff in the local area have surveyed and provided services to more than 5,000 workers at nearly 90 employers who were reducing their workforce or closing their facilities in Franklin County.

- Dislocated workers require an assessment of their supportive service, re-employment and training needs. Such assessment typically results in pre-employment training in basic computing or job search skills.
- Dislocated workers also often require specialized job development and referral efforts by the local one-stop system.

- Dislocated workers also needed information and assistance on how to file for unemployment compensation benefits through the states telephone system and complete their registration and subsequent re-employment tracking through enrollment in SCOTI LE.
- Dislocated workers that represent significant industry hiring trends, such as Information Technology are targeted by the Local Board for more extensive assistance in collaboration with vendors and other community partners to meet their specialized needs.

1f. Adults;

Through customer survey, focus groups and local research, the following needs have been identified.

- Enter the labor force as rapidly as possible;
- Develop plans for economic recovery and self-sufficiency;
- Available job opportunities;
- Labor market information that indicates trends that may impact existing jobs;
- Information on which industries are declining and those industries that are eliminating occupations and creating other occupations that may require skill upgrading;
- Careers and / or occupations that promote self-sufficiency;
- Basic reading and math skills;
- Advanced occupational training;
- Training and educational facilities are geographically accessible to update skills.

1g. Displaced Homemakers;

Through customer survey, focus groups and local research, the following needs have been identified.

- Business to locate within the community and be open to hiring individuals that have not been in the labor force;
- Directions on developing plans for economic self-sufficiency;
- Basic reading and math skills;
- Basic soft skills that include reporting to work on time, understanding the importance of regular attendance and the ability to respond appropriately to supervision;
- Directions on job searching, completing applications and interviewing;
- Labor market information that indicates trends that may impact existing jobs and future employment;
- Available job opportunities;

- Training and educational facilities are geographically accessible;
- Specific displaced homemaker programs

1h. Incumbent Workers;

Through customer survey, focus groups and local research, the following needs have been identified.

- Upgrading of existing skills;
- Training for advanced technological occupations;
- Obtain credentials that are recognized by business and industry;
- Need to have portable skills;
- Available job opportunities;
- Labor market information that indicates trends that may impact existing jobs
- Information on which industries are declining and those industries that are eliminating occupations and creating other occupations that may require skill upgrading;
- Careers and / or occupations that promote self-sufficiency

1i. Other groups of workers identified by local workforce investment board. WIA Section 118(b) (10), WIA Section 118(b)(1)(A)

The Local Board has identified single individuals not eligible for TANF as a group in need of services. The workforce needs of this group are similar to the needs of those that are detailed under job seekers and workers in the above sections.

2. Describe the current employment opportunities in the local area.

After a difficult three years, the economic growth that began on the national level at the end of 2001 should lead at last to a net gain in jobs in Greater Columbus in 2004. The Blue Chip Economic Panel predicts an increase in employment in the region of about 1 percent or 9,000 jobs. Not all sectors will benefit: job gains should be relatively modest in government and possibly in retail. The manufacturing sector should continue to lose jobs, but at a far slower rate than during the past three years. And if this prediction and national forecasts both come to pass, Greater Columbus job growth once again will lag growth at the national level, which is generally predicted to be about 1.5 percent. But the long slide in regional employment that began in March 2001 will finally end.

(See Attachment A from the Greater Columbus Blue Chip for further details.)

2a. Describe the projected employment opportunities in the local area. WIA Section 118(b)(1)(B)

The following information has been taken from the projected Ohio LMI for the County. The data shows the projected employment opportunities in this local area.

The employment projections in the **Employment Projections Report** shows the projected employment opportunities through the year 2010. As can be seen from this report, the broad categories of Construction, Professional and Service Occupations are the strongest in growth opportunities in the area, in future yearly openings and by percent of increase. The occupation groups (Professional and Service) that will experience the most growth between now and 2010 represent different employment paths for new entrants into the labor force. The Professional Occupations group is associated with jobs that pay well, have good benefits, have relatively high education and experience requirements and place a higher emphasis on thinking skills. The growing Service Occupations group tends to cluster around entry level work.

The **Fastest Growing Occupations** chart presents additional specificity within the broad occupational areas. The chart projects tremendous regional growth in the Service and the occupations connected to health. Additionally, specific occupations within the other broad occupational fields with the exception of Mining and Private Households do not project decline but relatively moderate increases also.

The **Most Job Openings** chart projects annual job opening expectations and shows large increases in service occupations related to food, retail and the healthcare industry. The economy is expected to continue generating jobs for workers at all levels of education and training, although average growth will be greater for occupations requiring a bachelor's degree or more education than those requiring less training.

(Please see Attachment B, the LMI information for further details)

3. Describe the job skills necessary to obtain such employment opportunities. WIA Section 118(B)(1)(C)

The businesses in this local area identified the following job skills needed to obtain local employment opportunities:

Basic soft skills that are in demand by local employers:

- Time management,
- Respect for supervision,
- Workplace ethics,
- Work maturity skills,
- Work well with others, and
- Good grooming and hygiene with appropriate attire

In some cases, employers who discovered job seekers with the above soft skills were willing to provide the training necessary to perform the specific job duties.

Specific requirements demanded by employers:

- Minimum reading, comprehension, and / or math skills as indicated by the employer,
- A high school diploma or GED,
- A specialized certificate or license,
- An associate or bachelor degree or higher level degree,
- Cognitive / problem solving ability, and
- Computer proficiency in standard word processing programs.

4. Provide a description of the One-Stop delivery system to be established or designated in the local areas for the following: WIA Section 118(b)(2)

The Workforce Investment Board will review the current One-Stop structure, including the One-Stop Operator and Memorandum of Understanding, during PY 2005 to ensure continuous improvement.

4a. Provide a description of how the local area=s One-Stop service delivery system will meet the minimum requirements for at least one physical One-Stop location at which core services are available to a universal population and at which all the programs and services of the required One-Stop partners are accessible. WIA Section 134(c)(2), Section 134(d)

The Columbus and Franklin County area is served by one Level II One-Stop center, four Level I One-Stops and two access points. These locations will be using the Columbus and Franklin County Workforce Tracking System (aka E-CAM) provides access to all staff and partners, in combination with the SCOTI system. The location-based services of the partners are made available to customers during operating hours. An increasing array on Internet based services, including labor exchange registration and utilization as well as access to information on policies, services and events, are available on a 24-hour a day basis. From time to time, off-site services are provided at employer locations, partner or vendor locations and community facilities to meet the needs of customers. These services are described

in more detail in the draft Memorandum of Understanding attached to this application.

The local area has, and will continue to take steps to enhance the system's ability to serve customers with disabilities and other special needs. These steps include the purchase of specialized software, equipment and services (like translation) from community vendors.

Additionally, the Local Board will conduct an extensive and ongoing marketing campaign that informs the public of available services and points of access. Information on the system will be made available to community-based organizations, units of government, local businesses through the Greater Columbus Chamber of Commerce, area secondary and post-secondary schools, faith-based organizations, and other organizations involved in work force development.

4b. Provide a description of the role of the One-Stop Operator(s) and the process for selection of the One-Stop Operator(s). WIA Section 121(d)

One-Stop Operator(s) are designated by the Local Board, with the agreement of the Chief Elected Officials (including the Mayor of the City of Columbus and the Franklin County Commissioners). The one-stop operators will work jointly with the Local Board to restructure and develop the one-stop system for the local area. The operators will consider the many issues associated with implementation and operation of the one-stop system and will recommend service strategies to the Workforce Investment Board. Areas of consideration may include marketing, technology, universal access/enrollment, daily management, co-location, cross training of staff, cost sharing, and continuous improvement.

4c. Provide a description of how the local board will ensure continuous improvement of eligible providers of services and ensure that providers meet the employment needs of local employers and participants. WIA Section 118(b)(2)(A)

The local area will establish benchmarks for its one-stop delivery system, based on reports from its Workforce Tracking system and Discoverer reports from the SCOTI System, that will seek to measure results for and the satisfaction of One-Stop customers. This is an in-progress talks and will take into account new state performance measures, the recent results of the state-wide customer satisfaction survey as well as standards identified by the new Workforce Investment Board.

4d. Include a copy of the Memorandum of Understanding (MOU) between the local board and the One-Stop partners concerning the operation of the One-Stop delivery system in the local area. WIA Section 118(b)(2)(B)

(Please refer to Attachment C for the answer to this question.)

- 4e. Describe how the local area One-Stop delivery system will cover multiple jurisdictions. Attach a copy of the Intergovernmental agreement to this local plan.
WIA Section 118(b)(10)

(Please see Attachment D for a copy of the Intergovernmental Agreement)

5. Provide a description of the local levels of performance to be negotiated with the Governor and chief elected officials to be used to measure the performance of the Local area. These measures will also be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers, and the One-Stop delivery system in the local area. WIA Section 118(b)(3)			
Program Measures	Negotiated Local Level of Performance	Program Measures	Negotiated Local Level of Performance
Older Youth (19-21 yrs.)		Adult/Dislocated Worker	
Entered Employment Rate	65%	Entered Employment Rate	78%
Employment Retention Rate	78%	Employment Retention Rate	88%
Earnings Change	\$3,264	Earnings Change	\$3,475
Credential Attainment Rate	50%	Earnings Replacement for Dislocated Worker	98%
Younger Youth (14-18 yrs.)		Employment and Credential Rate	66.3%
Skill Attainment Rate	72%	Customer Satisfaction	
Diploma/Equivalent Attainment Rate	52%	Participant	76.5%
Retention Rate	55%	Employer	71.4%

(Please also see Attachment E for further details.)

The Workforce Investment Board reserves the right to modify the local levels of performance to reflect any changes made in the Ohio negotiated performance standards.

6. Provide a description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area. WIA Section 118(b)(4)

The Columbus and Franklin County community is served by more than 200 education, employment and training providers that offer more than 550 training programs. Many of these providers deliver services at no charge while others operate on a tuition or fee-for-services basis. The local area is able to offer a wide range of services to many special populations because of the large number of providers. Special populations served include: Older adults, dislocated workers, displaced homemakers, public assistance recipients, those with particular illnesses, and people with limited English speaking ability. Many of these providers offer services based upon other restrictions such as age or geographic area.

The Memorandum of Understanding enclosed with this plan illustrates the type and availability of adult and dislocated worker employment, education and training activities. The local area plans to make available the full array of core, intensive and training services in accordance with local, state and federal rules and regulations. Where feasible, these services will be provided through contracts. Core services will be planned in conjunction with Wagner-Peyser Labor Exchange Services in order to maximize available services to all residents countywide.

The local area will also make available intensive services in accordance with local, state and federal rules and regulations. Clients that receive intensive services will have been determined unable to obtain employment through the provision of Core services, or will have been identified as belonging to a declining industry/occupation that has limited transferable skills according to labor market and profiling information, or determined through assessment criteria that core and intensive services likely will not lead to employment and that training should be provided. The first phase of intensive service delivery is assessment and/or career counseling. Assessment information will form the foundation of an Individual Training Plan that makes the individual responsible for achieving benchmarks of personal development and performance.

The local area will make available training services using a portion of both WIA and TANF funds. The budget for these services will be identified based upon over-all funding allocations for the local area. These funds will be used primarily to purchase vendor based training related to Individual Training Accounts. The local area may make available non-vendor based training for the provision of on-the-job training, customized training or training for special populations. In addition, the Local Board may establish innovative relationships with the private sector to address training needs, including the use of customized training and the use of other public/private partnerships to serve populations not traditionally served

through the public system. Providers of these training services will be subject to the same performance standards as other providers of training services. Effectiveness will be measured against performance standards established for each provider of service. Clients that receive training services will have been unable to obtain employment through either core or intensive services using criteria to be established by the one-stop system and the Local Board. The local area may make available "Needs Related Payments" on a limited basis as determined necessary for the completion of employment and training objectives.

7. Include a description of the local Individual Training Account (ITA) system and the procedures for ensuring that exceptions to the use of ITAs, if any, are justified. WIA Section 134(d)(4)(G)(ii), and 20 CFR 663.430

The Local Board in conjunction with the one-stop operators will develop and administer the ITA system in accordance with local, state and federal rules and will develop a process to certify and de-certify providers. The Workforce Investment Board will enter into agreements with training institutions who meet local and state qualification criteria and who also accept the payment method, reporting an other terms and conditions that training institutions will be obligated to comply with.

The WIB will make available training through the use of Individual Training Accounts (ITAs). ITAs may be provided to participants that have been determined eligible for these services based upon uniform criteria identified and accepted by the Local Board and in conformance with guidelines established by the State and the Act. Recipients of ITAs will be unable to obtain employment through the provision of core and intensive services and will be unlikely to find employment without additional or retraining services.

The ITA will be the principle source of training services. An ITA will be issued as a result of many factors that build upon in-depth assessment (educational and vocational) and career counseling. The client will be referred to skill training in locally defined demand occupations, when the results of in-depth assessment indicate that there is a need for these services in order to obtain employment. The assessment process will assist the client with identification of a career interest area that is vocationally and educationally attainable and in a skill area that is high demand or a high growth/emerging field. The client and the career counselor will jointly agree upon a training provider selected from an approved list of certified providers. The client will have access to each vendor's performance based information for use in selecting a training provider. Ultimate vendor and ITA approval will be done by a review committee.

ITAs are available up to a maximum of \$2,000 a year and up to a lifetime maximum of \$4,000, over a two year period for full-time students. The training

institution will be paid in accordance with the vendor's payment policy, provided there is a refund policy. ITAs will be coordinated with PELL and other applicable grants, which must be used first, where available.

The local area will allow exceptions to the ITA system for on-the-job training, customized training and training for special populations. Providers of non-ITA training will be subject to the same performance based standards as vendor based providers.

The Workforce Investment Board will review the ITA policy during PY 2005.

8. Include a description of the process to procure contracts for training services, if exceptions to the ITA process are made. WIA Section 134(d)(4)(G)

There will be no contracts with entities not on the approved eligible training provider lists. Any contracts under the exception provisions of WIA will follow local procurement procedures along with any State and federal OMB requirements applicable to management of grant funds.

The Local Board is charged with approving decisions and RFP specifications. Committees of the Local Board will evaluate proposals and make recommendations for selection to the County elected officials who are the grant recipients for the funds. Contracts will be executed with the providers that are awarded funding.

OJT and customized training will not be subject to procurement as these exceptions to the ITA system are developed on a one to one basis for employers with whom there is a specific customer who meets a match in interests and aptitudes for the job vacancy available.

Adult Basic Literacy and Education provides basic skills and English as a second language on a referral basis usually at no costs. If there so a cost, Adult Basic Literacy and Education and English as a second language will be provided as intensive services either through commercially off the shelf, sole source procurement with public education providers or through competitive contracts.

The procurement process will be reviewed during PY 2005.

9. Provide a description of how the Local Board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities. WIA Section 118(b)(5)

The local area will utilize a Rapid Response Coordinator to provide immediate coordination of services of the local One-Stop system with statewide rapid

response activities when there notified. The local area will rely upon the state to coordinate an initial meeting with employers that are reducing their workforce by more than 50 employees. To the extent practical and appropriate, the local area will conduct such meetings in situations where less than 50 employees will be affected by a closing or workforce reduction. The Rapid Response Coordinator will assess the needs of affected workers and develop an action plan to enhance their ability to obtain re-employment at or near their current wage.

The Coordinator will provide also information regarding the one-stop system and points of access for dislocated workers. This information shall include information on job search, training, transitional supportive services and unemployment-related services available to dislocated workers through the local one-stop system. The Rapid Response Coordinator will also coordinate information and awareness services for displaced homemakers and organizations that primarily serve that population.

The Rapid Response strategy will be reviewed during PY 2005 by the WIB.

10. **Provide a description of the process used by the local board to provide an opportunity for public comment and input into the development of the local plan. The process must include the opportunity for comment by representatives of business and labor organizations prior to submission of the plan.** WIA Section 118(b)(7)

The draft plan upon completion was posted on the Workforce Policy Board's Web Site, the City of Columbus Web Site and the Franklin County Web Site. Notices were published in the local newspapers informing the public regarding where to access the local plan and how to submit their comments to the Local Board. Additionally, one (1) public hearing was held. The Local Board met to discuss, review, and incorporate the appropriate feedback results following the comment period.

11. **Submit any comments that represent disagreement with the plan, as an attachment to this local plan. Indicate if there is an attachment.** WIA Section 118(c)(3)
12. **Identify the entity responsible for the disbursement of grant funds (fiscal agent).** WIA Section 117(d)(3)(B)(i)(III), 118(b)(8)

The Workforce Investment Corporation (WIC)

13. **Describe the competitive process to be used to award the grants and contracts for activities carried out under this plan.** WIA Section 118(b)(9)

(See Attachment F)

The Workforce Investment Corporation will adhere to applicable State and Federal procurement policies that will be used for procurement of goods and services by the Workforce Investment Board. The grants will be managed in accordance with OMB Circular A-87 and A-102. Contracts in excess of small business thresholds will be subject to competitive shopping using telephone quotes, written quotes, RFPs, or bids as appropriate to the procurement. The local Workforce Investment Board, appropriate subcommittee and staff will review proposals.

Procurement staff of the local WIA Administrative entity will handle the general acquisition of goods and services necessary to manage the WIA program.

The Columbus and Franklin County WIB, appropriate subcommittee or designee will prepare the appropriate RFP, RFQ, RFI or other necessary documents to release to potential vendors/service provider(s) when soliciting request for proposals, qualifications or information.

A review panel will review the proposals and make their recommendation to the appropriate subcommittee. The size and composition of the Review Panel depends on the expected number of bids and the complexity of the services being sought. Generally, the Review Panel will consist of four to seven reviewers. The review panel must include content experts in the area being addressed in the RFP. The Review Panel will include community representatives, representing employers, the City, and other interested parties, in addition to staff representatives from the Central office and the County. A management representative from the WIA administrative entity will chair the Review Panel and facilitate the review process. The Chair may or may not also score proposals.

The Review Panel uses a multi-step process for reviewing proposals. After completing their review and scoring, the Review Panel may choose to call some or all bidders in for oral presentations. Oral presentations are scored on the same criteria as the review of written proposals. We generally limit the number of bidders called in for oral presentations to the top three, but may increase that number if the review scores on the written proposals are close or more than one bid will be recommended.

Proposals will be selected based on total score. The review panel will score proposals through the use of two standard review forms. The first form will be used to rate the technical aspects of the proposals, such as meeting format, content etc. The second form will be used to rate the potential vendors by specific experience, qualities and abilities. The scores will be recorded and the documentation will be maintained for audit/monitoring purposes.

The Review Panel scores and recommendations for contracting with the vendors will be compiled for review by the appropriate subcommittee, which will then make the final recommendations to the Local Board.

In instances where potential vendors or service providers are also serving on the Workforce Investment Board or subcommittee, the member will be required to abstain from voting and from serving on the proposal review panel.

The procurement process will be reviewed during PY 2005.

14. **Provide a description of the process to be used by the Local Workforce Investment Board to determine whether funds allocated to a local area for adult employment and training activities are limited. Describe the process by which any priority will be applied.** 20 CFR 663.600, WIA Section 134(d)(4)(E), 20 CFR 661.350(a)(II)

The Workforce Investment Act outlines general parameters for establishing priority status when adult program funding becomes limited. Section 134 (d) (4) (E)

“ In the event that funds allocated to a local area for **adult** employment and training activities are limited, priority for intensive and training services funded with Title I adult funds must be given to recipients of public assistance and other low-income individuals in the local area.”

The Columbus and Franklin County Workforce Investment Board has established a criteria and process to determine the availability of funds and a priority ranking.

Prioritization will take effect when, and if the county has expended 60% or more of its allocation anytime within the first 6 months of a given fiscal year.

Ranking

- Public Assistance or Food Stamps Recipients or Individuals Determined as Low Income=10
- Veteran=1
- Individual Receiving Disability Benefits=1
- Individuals Already Enrolled and Participating in WIA (Current ITA recipient)=1
- Single Parent with 3 or More Children in the Household=1
- Individual without Diploma or GED=1
- Individual who is Basic Skills Deficient=1
- Individual who is skilled in a profession which is in considerable decline=1

When funding is limited, the WIB will also consider whether an individual resides, works for or has been dislocated from a Franklin County business.

A point system will be utilized to rank individuals using a numeric priority ranking. Public Assistance, Food Stamp and Low-Income individuals will always rank as first priority and will be assigned a rating of 10. All other categories will be assigned a rating of 1. The categories and or existing barriers will be tallied giving a final numeric score. This total score will be the foundation for the priority ranking.

* Note: In some cases an exception to this rule may apply. Should this circumstance arise, the Director or CEO of the WIB or a designee will make the decision.

The Workforce Investment Board will review the "Priority of Service" standard during PY 2005.

Dislocated Workers

The prioritization of service criteria DOES NOT apply to individuals who qualify as Dislocated Workers. After initial eligibility is determined, dislocated workers who become re-employed may qualify for additional training only if their new income is less than 90% of their former dislocation wage.

The Ohio Revised Code 5903. 11 requires that veterans receive preference for any federally funded employment and training program. With all things equal, a veteran will receive priority over a non-veteran.

IV. Youth Local Plan

- 15. Provide a description and assessment of the type and availability of youth activities in the local area. Include an identification of successful providers of such activities.**
WIA Section 118(b)(6)

The Columbus and Franklin County Workforce Investment Board has contracted with the Ohio State University through their Learning and Work Connections division to secure youth resource mapping for the Columbus area. During the initial development of the project it was the intent of the local youth council to continue the project on a yearly basis. There would be two objectives. To expand the geographical area of the mapping project to incorporate more of the Franklin County, and to plan for ongoing changes in the service delivery structure of the county. (A resource mapping summary is attached)

It has been our experience that all of the WIA core youth elements are available in the Columbus and Franklin County area. Each year multiple RFP's are released

to the public to solicit potential vendors. It is very common to have up to 30 local vendors respond with proposals to provide the core services, either directly or through partnership with other community agencies.

Tutoring and Study Skills are provided by agencies/organization such as Columbus Public Schools, Salesians Boys and Girls Club, Henkels and McCoy, COVA, Godman Guild, Youth Forum, Alkebulan Inc, Africentric Personal Development Shop, Columbus After School All Stars, Columbus Works, and Boys and Girls Clubs of Columbus to name a few. The Resource Mapping Project identified more than **47** organizations that provide Tutoring and Study Skills Training.

Alternative Secondary School Services are provided through the city and county. Cost free instruction and remedial education are available to youth who are not enrolled in traditional public school system, or have been withdrawn. Some of these organizations include, Arts and College Preparatory Academy, Columbus Africentric School, Columbus Alternative School, Columbus Jewish Federation, Directions for Youth and Families as well as many others. The Resource Mapping Project identified more than **22** organizations providing Alternative Secondary School services.

Summer Employment Opportunities are provided through a variety of organizations throughout Franklin County. Each year typically 5 or 6 vendors are selected to provide services to youth. COVA, Godman Guild, Henkels and McCoy, Jobs for Columbus Grads, Salesians Boys and Girls Clubs as well as a variety of others provide Summer Employment Opportunities through their WIA contract services. Most of them include a fairly strong summer work component. In addition, both the county and city partner with Groovejob.com which is a local internet based job matching service to assist youth locate and obtain employment during the summer and throughout the year. The Resource Mapping Project identified more than 276 organizations providing Summer Employment, which are linked to Academic Learning.

Paid and Unpaid Work Experiences are available to youth throughout the year and during the summer. Again, typically most of the vendors who are selected to provide WIA youth services have programs designed to accommodate work experience needs. Most programs are usually based on paid experiences, however some are unpaid. In addition, each of the vendors who provide services to Out of School youth are required to provide employment placement as part of their program. Organizations such as Franklinton Career and Tech, Eastland Fairfield Career and Tech, Godman Guild, Henkels and McCoy, Columbus State Community College, COVA and Jobs for Columbus Grads have Work Experience components built into their programs. The Resource Mapping Project identified more than **257** organizations that provide Unpaid Work Experiences and **279** that provide Paid Work

Experiences.

Occupational Skills Training is available to youth in the city and county schools systems as well as through a variety of WIA youth vendors. Occupational skill training is part of the Columbus and Franklin County WIA program design. Programs have included training in the Information Technology area with computer training, Construction related training and Office related training are just a few examples of what youth have available to them. Fort Hayes Career Center, Franklinton Job Shop, Franklinton Career and Tech, Columbus State Community College, Eastland Fairfield Career and Tech Schools, GLC Systems, each provide Occupational Skills Training. The Resource Mapping Project identified more than **28** organizations, which provide Occupational Skills Training.

Leadership Development is provided in many ways and through many organizations throughout the county. The Columbus Metropolitan Community Action Organization, YMCA, YWCA, Salesians Boys and Girls Club and the Boys and Girls Club of Columbus, Enterpriseworks, Columbus Urban League, Frank W. Hale Black Cultural Center are active Leadership Development service providers who excel in this arena. In addition, a number of other programs target African American and Latino populations to meet the specific Leadership Development needs of minority youth. The Resource Mapping Project identified more than **83** organizations providing Leadership Development services.

Supportive Services are available to youth participating in any of the WIA funded programs through the county. Funds to meet Supportive Service needs are incorporate into local WIA contracts but are also available through other community based organizations such as Columbus Public Schools, Columbus Urban League, Franklin County Job and Family Services, Community Shelter Board, Crittenton Family Services each accommodate the Supportive Services needs of youth. The Resource Mapping Project identified more than **182** organizations providing supportive services of some type.

Mentoring is available through a variety of community-based organizations as well as private businesses. The local YMCA, YWCA, Big Brothers and Big Sisters of Central Ohio, Boys and Girls Clubs of Columbus, Columbus Urban League, Columbus Division of Fire, Columbus International Program, Columbus Youth Commission, all offer mentoring programs to youth. The resource-mapping project identified **64** organizations that provide mentoring to youth at varying levels.

Follow Up Services are provided by every WIA youth vendor and is incorporated into each contract. Local vendors are required to provide follow up service to WIA youth for a minimum of 12 months. **11** vendors currently provide Follow Up services to WIA youth.

Comprehensive Guidance and Counseling Services are available to each youth through public and private sources. Some of the organizations include organizations such as, Action For Children, Adolescents Counseling Specialists of Columbus, Alateen, Alkebulan Inc., Africentric Personal Development Shop Inc., Catholic Social Services, Center For New Directions and Clintonville-Beechwald Community Research Center. The Resource Mapping Project identified more than **128** organizations providing Guidance and Counseling services.

- 16. Identify the criteria to be used in awarding grants for youth activities, including criteria Local Boards will use to identify effective and ineffective youth activities and providers.** WIA Section 112(b)(18)(B)

(See Attachment F)

The Youth program design framework activities (eligibility, objective assessment, individual service strategy, case management activities) will be delivered by the administrative entity. The ten program elements will be competitively awarded. Proposals will be accepted only for packages that contain all ten elements.

Specific to the awarding of grants, the Workforce Investment Corporation will adhere to applicable State and Federal procurement policies that will be used for procurement of goods and services by the Workforce Investment Board. The grants will be managed in accordance with OMB Circular A-87 and A-102. Contracts in excess of small business thresholds will be subject to competitive shopping using telephone quotes, written quotes, RFPs, or bids as appropriate to the procurement. The local Workforce Investment Board, Youth Council and staff will review proposals.

Procurement staff of the local WIA Administrative entity will handle the general acquisition of goods and services necessary to manage the WIA program.

The Columbus and Franklin County WIB, Youth Council or designee will prepare the appropriate RFP, RFQ, RFI or other necessary documents to release to potential vendors/service provider(s) when soliciting request for proposals, qualifications or information.

A review panel will review the proposals and make their recommendation to the Youth Council. The size and composition of the Review Panel depends on the expected number of bids and the complexity of the services being sought. Generally, the Review Panel will consist of four to seven reviewers. The review panel must include content experts in the area being addressed in the RFP. The

Review Panel will include community representatives, representing employers, the City, and other interested parties, in addition to staff representatives from the Central office and the County. A management representative from FCDJFS will chair the Review Panel and facilitate the review process. The Chair may or may not also score proposals.

The Review Panel uses a multi-step process for reviewing proposals. After completing their review and scoring, the Review Panel may choose to call some or all bidders in for oral presentations. Oral presentations are scored on the same criteria as the review of written proposals. We generally limit the number of bidders called in for oral presentations to the top three, but may increase that number if the review scores on the written proposals are close or more than one bid will be recommended.

Proposals will be selected based on total score. The review panel will score proposals through the use of two standard review forms. The first form will be used to rate the technical aspects of the proposals, such as meeting format, content etc. The second form will be used to rate the potential vendors by specific experience, qualities and abilities. The scores will be recorded and the documentation will be maintained for audit/monitoring purposes.

The Review Panel scores and recommendations for contracting with the vendors will be compiled for review by the Youth Council, which will then make the final recommendations to the Local Board.

In instances where potential vendors or service providers are also serving on the Workforce Investment Board or Youth Council, the member will be required to abstain from voting and from serving on the proposal review panel.

The procurement process will be reviewed during PY 2005.

17. Identify how the local area has defined the sixth youth criterion for eligibility. WIA Section 101(13)(C)(vi)

The sixth youth criterion is “high risk” youth, which was determined through community outreach by the Youth Council. It will be defined on case-by-case basis using information provided by local schools, juvenile justice agencies as well as other community organizations with regular contact with youth.

The Workforce Investment Board will review the sixth criterion during PY 2005.

18a. Provide a description of the strategy for providing comprehensive services to eligible youth. Explain the coordination that will be made with foster care, education, welfare and other relevant sources.

Youth services will be coordinated with each of the primary youth related organizations in the Service Delivery System. These primary organizations are Columbus and Franklin County One Stops, Franklin County Job and Family Services, Franklin County Children's Services, Columbus Public Schools, Franklin County Schools, Franklin County Juvenile System, and the selected local eligible youth program vendors. Several of these organizations have representatives on the current Youth Council.

Youth may access the system through two basic gateways, I.E., the local One Stops which are located within the five Community Opportunity Centers, or through any of the local eligible youth program vendors.

Contracts are negotiated with each of the youth providers. Based on the prevailing federal and state law, vendors are selected to meet the appropriate percentage of youth from the older and younger target populations and in-school and out-of-school populations. This is to assure an effective 70/30 split. Contracts stipulate a specific process and procedure for program design, content and overall operation. All programs are designed with the 10 WIA Youth Program Elements in mind. Vendors must provide the elements directly, or document how they provide them through partnership with an other organization.

In most instances both older and younger youth are referred to local youth program providers for year round services. In some instances, Out of school youth may be referred directly to the one stop system for assistance with training or employment, while in school youth are referred exclusively to eligible WIA youth program providers.

Each of the affiliate one stops has information to assist youth, however the comprehensive One Stop located at the South Center, has a section of the resource room devoted specifically to youth. Information such as: Youth employment opportunities, lists of employers who specifically hire youth, self-assessment, career exploration information, interviewing tips, labor market information, training opportunities, as well as other related information is available.

The five resource rooms are also equipped with the ACT Discover software which is designed to assist youth in the areas of career exploration and career development. This comprehensive assessment tool is also available via the internet. Youth may access the ACT Discover system from any site that has an internet connection.

Recruitment/Enrollment/Assessment: Typically, local youth vendors are responsible for recruiting, enrolling, testing and assessing their own candidates. The recruitment takes place within their own neighborhoods, and the number of

recruits are based on their individual contract budgets and service plans. Eligibility and Enrollment: Youth vendors provide enrollment and eligibility information to Franklin County Job and Family Services for approval. FCDJFS determines eligibility and notifies the youth vendor of the determination decision. The vendor only bills for services provided to eligible WIA youth.

Since the comprehensive One Stop and the affiliate centers are located within the five Community Opportunity Centers, customers have a special link to the other services offered within the Job and Family Services system. Franklin County Job and Family Services currently serves high risk/low income families. WIA youth are often from families who are also receiving services through the local Job and Family Services agency. Having the one stop system within the current JFS agency makes overall service delivery and coordination more efficient for youth who are part of both systems.

Services and Program Elements: Youth vendors provide comprehensive services to youth including, tutoring and study skills, alternative secondary school services, summer employment, paid and unpaid work experiences, occupational skill training, leadership development, supportive services, adult mentoring, follow-up services and comprehensive guidance and counseling.

Coordination and Referral: Franklin County Children's Services is the primary provider of foster care services in the community. FCCS has been actively involved in youth programs for many years. Traditionally, FCCS refers eligible youth for services and provides case management and supervision for youth that are referred by their system.

The Columbus Public School System is also actively involved with youth programs. Each year the school system is notified of the local list of eligible youth program vendors. A youth program hotline is established making it possible for youth and parents to obtain information about the current years youth programs over the phone. The message provides information about the current youth vendors and how to apply. It also provides information about Groovejob.com one of the local youth employment sites that has partnered with the One Stop system to promote youth employment.

18b. Provide a description of the activities to assist youth who have special needs or barriers to employment. Describe the activities that will assist youth who are pregnant, parenting, or have disabilities.

Youth services will be coordinated with each of the primary youth related organizations in the Service Delivery System. These primary organizations are Columbus and Franklin County One Stops, Franklin County Job and Family

Services, Franklin County Children's Services, Columbus Public Schools, Franklin County Schools, Franklin County Juvenile System, and the selected local eligible youth program vendors. Several of these organizations have representatives on the current Youth Council.

Youth may access the system through two basic gateways, I.E., the local One Stops which are located within the five Community Opportunity Centers, or through any of the local eligible youth program vendors.

Contracts are negotiated with each of the youth providers. Based on the prevailing federal and state law, vendors are selected to meet the appropriate percentage of youth from the older and younger target populations and in-school and out-of-school populations. This is to assure an effective 70/30 split. Contracts stipulate a specific process and procedure for program design, content and overall operation.

All programs are designed with the 10 WIA Youth Program Elements in mind. Vendors must provide the elements directly, or document how they provide them through partnership with an other organization.

In most instances both older and younger youth are referred to local youth program providers for year round services. In some instances, Out of school youth may be referred directly to the one stop system for assistance with training or employment, while in school youth are referred exclusively to eligible WIA youth program providers.

Each of the affiliate one stops has information to assist youth, however the comprehensive One Stop located at the South Center, has a section of the resource room devoted specifically to youth. Information such as: Youth employment opportunities, lists of employers who specifically hire youth, self-assessment, career exploration information, interviewing tips, labor market information, training opportunities, as well as other related information is available.

The five resource rooms are also equipped with the ACT Discover software which is designed to assist youth in the areas of career exploration and career development. This comprehensive assessment tool is also available via the internet. Youth may access the ACT Discover system from any site that has an internet connection.

Recruitment/Enrollment/Assessment: Typically, local youth vendors are responsible for recruiting, enrolling, testing and assessing their own candidates. The recruitment takes place within their own neighborhoods, and the number of recruits are based on their individual contract budgets and service plans. Eligibility and Enrollment: Youth vendors provide enrollment and eligibility information to Franklin County Job and Family Services for approval. FCDJFS determines

eligibility and notifies the youth vendor of the determination decision. The vendor only bills for services provided to eligible WIA youth.

Since the comprehensive One Stop and the affiliate centers are located within the five Community Opportunity Centers, customers have a special link to the other services offered within the Job and Family Services system. Franklin County Job and Family Services currently serves high risk/low income families. WIA youth are often from families who are also receiving services through the local Job and Family Services agency. Having the one stop system within the current JFS agency makes overall service delivery and coordination more efficient for youth who are part of both systems.

Services and Program Elements: Youth vendors provide comprehensive services to youth including, tutoring and study skills, alternative secondary school services, summer employment, paid and unpaid work experiences, occupational skill training, leadership development, supportive services, adult mentoring, follow-up services and comprehensive guidance and counseling.

Coordination and Referral: Franklin County Children's Services is the primary provider of foster care services in the community. FCCS has been actively involved in youth programs for many years. Traditionally, FCCS refers eligible youth for services and provides case management and supervision for youth that are referred by their system.

The Columbus Public School System is also actively involved with youth programs. Each year the school system is notified of the local list of eligible youth program vendors. A youth program hotline is established making it possible for youth and parents to obtain information about the current years youth programs over the phone. The message provides information about the current youth vendors and how to apply. It also provides information about Groovejob.com one of the local youth employment sites that has partnered with the One Stop system to promote youth employment.

18c. Provide a description of how coordination will occur with Job Corps and youth opportunity grants, if there are any in the local area. Describe how coordination will occur with other youth programs. WIA Section 112(b)(18)(A)

A linkage was just formed with our local Job Corps agency during the later part of 2003. Job Corps has co-located three staff at the Northeast and South One Stop centers. Job Corps staff provide intake services and will be assisting with workshops at the comprehensive one stop. A marketing campaign is in the process of being developed to educate staff at the Northeast and South Community Opportunity Centers to identify and refer potential youth from the

TANF caseloads to the Job Corps representatives. This process will be expanded and incorporated at all one stop centers. In 2004, the campaign will be expanded to include each of the WIA youth vendors and a common referral process will be outlined within the MOU.

19. Describe how the Local Board will meet the provisions regarding youth program design, including the design framework activities. Describe how each of the ten youth elements will be available to youth. WIA Section 129(c)(2)

The Columbus and Franklin County Workforce Policy Board and the Youth Council have worked extensively with Job and Family Services staff to establish a comprehensive service delivery system for youth services.

The system was designed to incorporate all 10 youth core elements. Potential providers are educated at length regarding program design with relationship to age of youth and with services appropriate to the two targeted groups. Vendors understand that goals and skill attainments are priority for younger youth while employment and post secondary education and employment retention are more important for older youth.

The Local Board, Council and JFS staff have developed a system where the framework services are being offered by the youth program vendors and the eligibility determination is being completed by JFS staff.

Eligible providers are selected through a competitive process based on the recommendation of the Youth Council and taken from the score sheets of the actual youth proposal review team. The Local Board provides final approval.

The Workforce Investment Board will review the Youth program during PY 2005.

19a. Tutoring:

The Columbus and Franklin County Workforce Board has established linkages with a variety of organizations that will provide tutoring services to assist youth in order that they may increase their academic performance which will enable them to complete the courses necessary to obtain a GED or diploma, achieve various skill attainments, work readiness, or gain knowledge to pass proficiency tests, etc. Tutoring and Study Skills are provided by agencies/organization such as Columbus Public Schools, Salesians Boys and Girls Club, Henkels and McCoy, COVA, Godman Guild, Youth Forum, Alkebulan Inc, Africentric Personal Development Shop, Columbus After School All Stars, Columbus Works, and Boys

and Girls Clubs of Columbus to name a few. The Resource Mapping Project identified more than 47 organizations that provide Tutoring and Study Skills Training.

19b. Alternative secondary school services:

The Columbus and Franklin County Workforce Board has established linkages with several ABE programs in the local area to provide GED/ABLE programs. A strong connection to alternative schools exists. Alternative Secondary School Services are provided through the city and county. Cost free instruction and remedial education are available to youth who are not enrolled in traditional public school system, or have been withdrawn. Some of these organizations include, Arts and College Preparatory Academy, Columbus Africentric School, Columbus Alternative School, Columbus Jewish Federation, Directions for Youth and Families as well as many others. The Resource Mapping Project identified more than 22 organizations providing Alternative Secondary School services.

19c. Summer employment opportunities:

The Columbus and Franklin County Workforce Board has ensured that a summer work component will be provided to youth as part of a year round program. The employment will be linked with academic and occupational learning. Summer Employment Opportunities are provided through a variety of organizations throughout Franklin County. Each year typically 5 or 6 vendors are selected to provide services to youth. COVA, Godman Guild, Henkels and McCoy, Jobs for Columbus Grads, Salesians Boys and Girls Clubs as well as a variety of others provide Summer Employment Opportunities through their WIA contract services. Most of them include a fairly strong summer work component. In addition, both the county and city partner with Groovejob.com which is a local internet based job matching service to assist youth locate and obtain employment during the summer and throughout the year. The Resource Mapping Project identified more than 276 organizations providing Summer Employment which are linked to Academic Learning.

19d. Paid and unpaid work experience:

The Columbus and Franklin County Workforce Board has established linkages with a variety of organizations to ensure that paid and unpaid work experiences are available to eligible youth. Paid and Unpaid Work Experiences are available to youth throughout the year and during the summer. Again, typically most of the vendors who are selected to provide WIA youth services have programs designed

to accommodate work experience needs. Most programs are usually based on paid experiences, however some are unpaid. In addition, each of the vendors who provide services to Out of School youth are required to provide employment placement as part of their program. Organizations such as Franklinton Career and Tech, Eastland Fairfield Career and Tech, Godman Guild, Henkels and McCoy, Columbus State Community College, COVA and Jobs for Columbus Grads have Work Experience components built into their programs. The Resource Mapping Project identified more than **257** organizations that provide Unpaid Work Experiences and **279** that provide Paid Work Experiences.

19e. Occupational skill training:

The Columbus and Franklin County Workforce Board provides youth the opportunity for training that will prepare them for entry into the workforce. Occupational Skills Training is available to youth in the city and county schools systems as well as through a variety of WIA youth vendors. Occupational skill training is part of the Columbus and Franklin County WIA program design. Programs have included training in the Information Technology area with computer training, Construction related training and Office related training are just a few examples of what youth have available to them. Fort Hayes Career Center, Franklinton Job Shop, Franklinton Career and Tech, Columbus State Community College, Eastland Fairfield Career and Tech Schools, GLC Systems, each provide Occupational Skills Training. The Resource Mapping Project identified more than **28** organizations which provide Occupational Skills Training.

19f. Leadership development opportunities:

The Columbus and Franklin County Workforce Board has established strong linkages with local schools and other community based organizations that teach and develop strategies for leadership development. Leadership Development is provided in many ways and through many organizations throughout the county. The Columbus Metropolitan Community Action Organization, YMCA, YWCA, Salesians Boys and Girls Club and the Boys and Girls Club of Columbus, Enterpriseworks, Columbus Urban League, Frank W. Hale Black Cultural Center are active Leadership Development service providers who excel in this arena. In addition, a number of other programs target African American and Latino populations to meet the specific Leadership Development needs of minority youth. The Resource Mapping Project identified more than **83** organizations providing Leadership Development services.

19g. Supportive services:

The Columbus and Franklin County Workforce Board has established linkages with organizations and service providers that can assist youth with appropriate supportive services that allow them to continue with their program activities. Supportive Services are available to youth participating in any of the WIA funded programs through the city and or county. Funds to meet Supportive Service needs are incorporate into local WIA contracts but are also available through other community based organizations such as Columbus Public Schools, Columbus Urban League, Franklin County Job and Family Services, Community Shelter Board, Crittenton Family Services each accommodate the Supportive Services needs of youth. The Resource Mapping Project identified more than **182** organizations providing supportive services of some type.

19h. Adult mentoring:

The Columbus and Franklin County Workforce Board has established linkages with groups and organizations to provide mentoring by mature responsible adults. Mentoring is available through a variety of community-based organizations as well as private businesses. The local YMCA ,YWCA, Big Brothers and Big Sisters of Central Ohio, Boys and Girls Clubs of Columbus, Columbus Urban League, Columbus Division of Fire, Columbus International Program, Columbus Youth Commission, all offer mentoring programs to youth. The resource mapping project identified **64** organizations that provide mentoring to youth at varying levels

19i. Followup:

The Columbus and Franklin County Workforce Board has designed youth program provider contracts to include follow up services and assure that follow up is provided for a minimum of 12 months after program exit. Follow Up Services are provided by every WIA youth vendor and is incorporated into each contract. **11** vendors currently provide Follow Up services to WIA youth.

19j: Counseling:

The Columbus and Franklin County Workforce Board has established linkages with local community based organizations, schools and other service providers to assure counseling is available to youth in need of these services. Comprehensive Guidance and Counseling Services are available to each youth through public and private sources. Some of the organizations include organizations such as, Action For Children, Adolescents Counseling Specialists of Columbus, Alateen,

Alkebulan Inc., Africentric Personal Development Shop Inc., Catholic Social Services, Center For New Directions and Clintonville-Beechwald Community Research Center. The Resource Mapping Project identified more than **128** organizations providing Guidance and Counseling services.

19k. Framework activities:

The Columbus and Franklin County Workforce Board has contracted with a number of youth program vendors to provide both the framework activities, and direct program services. Franklin County JFS will be responsible for determining eligibility. Youth vendors will recruit, enroll and case manage participants.